

ESTIMATED COST TO INCREASE TEACHER SALARIES - FY 2019-20

The attached documents provide estimates in response to requests for information on the projected cost to increase teacher salaries in FY 2019-20.

The S.C. Department of Education (department) provided a detailed analysis of the cost to increase teacher salaries, which Revenue and Fiscal Affairs has summarized in response to inquiries for this information.

- The summary table on page 1 provides the commonly requested salary increases for percentages from 1 percent to 5 percent with and without increasing the minimum salary to \$35,000 as referenced in the education reform legislative proposals.
- The estimates are provided for three teacher groups: teachers included in the average salary calculation (group 1), teachers eligible for teacher supply funds (group 2), and teachers receiving EIA supplement funds (group 3). The teachers included in each group are listed on page 2 based upon the position code designations.
- The estimates are provided based on two funding methodologies: All State and EFA formula. The All State method provides costs of the state funding the full increase (EIA TSS methodology) at the top of the table. The bottom of the table provides the cost of funding the increase through the EFA formula with the state paying approximately 70 percent of the statewide cost.
- For comparison, the current teacher salary schedule is include on page 3 with the number of teachers eligible for teacher supply funds (group 2) listed for each cell of the salary schedule.
- The schedules used by the Department of Education for the salary increases are provided on pages 4 through 14. The schedules include adjustments to maintain or reinstitute step increases that were eliminated in the FY 2018-19 schedule with the implementation of Proviso 1A.36.
- RFA estimated intermediate percentage increases and schedules as noted on the summary table based upon the analysis provided by the department.
- The attached schedules are based upon a preliminary analysis by the department in response to general requests from RFA. Final schedules may vary depending upon enacting provisos or legislation.



All State (EIA TSS)

	Teachers Included in Avg. Teacher Salary Calculation			Teachers Eligible for Teacher Supply Funds			Teachers with EIA Supplement Funds (SDE Standard)		
	Salary	Group 1 Fringe	Total	Salary	Group 2 Fringe	Total	Salary	Group 3 Fringe	Total
Increase in Teacher Salaries									
- 1% across the schedule - Schedule 1	\$22,551,000	\$6,598,000	\$29,149,000	\$24,732,000	\$7,237,000	\$31,969,000	\$27,400,000	\$8,017,000	\$35,417,000
- 2% across the schedule - Schedule 2 (RFA est.)	\$45,128,000	\$13,204,000	\$58,332,000	\$49,483,000	\$14,479,000	\$63,962,000	\$53,185,000	\$15,562,000	\$68,747,000
- 3% across the schedule - Schedule 3 (RFA est.)	\$67,692,000	\$19,806,000	\$87,498,000	\$74,225,000	\$21,719,000	\$95,944,000	\$79,778,000	\$23,343,000	\$103,121,000
- 4% across the schedule - Schedule 4 (RFA est.)	\$90,256,000	\$26,408,000	\$116,664,000	\$98,966,000	\$28,958,000	\$127,924,000	\$106,371,000	\$31,124,000	\$137,495,000
- 5% across the schedule - Schedule 5	\$112,884,000	\$33,030,000	\$145,914,000	\$123,756,000	\$36,211,000	\$159,967,000	\$128,927,000	\$37,724,000	\$166,651,000
\$35,000 Minimum Salary									
Increase minimum salary schedule to \$35,000 and all others by a percentage									
- Increase current to \$35,000 min - Schedule 6	\$41,436,000	\$12,124,000	\$53,560,000	\$43,438,000	\$12,710,000	\$56,148,000	\$45,574,000	\$13,335,000	\$58,909,000
- \$35,000 min plus 1% for others - Schedule 7	\$58,023,000	\$16,978,000	\$75,001,000	\$61,890,000	\$18,109,000	\$79,999,000	\$64,561,000	\$18,891,000	\$83,452,000
- \$35,000 min plus 2% for others - Schedule 8	\$74,746,000	\$21,871,000	\$96,617,000	\$80,489,000	\$23,551,000	\$104,040,000	\$83,778,000	\$24,513,000	\$108,291,000
- \$35,000 min plus 3% for others - Schedule 9 (RFA est.)	\$92,287,000	\$27,004,000	\$119,291,000	\$99,954,000	\$29,246,000	\$129,200,000	\$103,793,000	\$30,370,000	\$134,163,000
- \$35,000 min plus 4% for others - Schedule 10 (RFA est.)	\$109,237,000	\$31,964,000	\$141,201,000	\$118,792,000	\$34,758,000	\$153,550,000	\$123,199,000	\$36,049,000	\$159,248,000
- \$35,000 min plus 5% for others - Schedule 11	\$128,003,000	\$37,454,000	\$165,457,000	\$139,564,000	\$40,836,000	\$180,400,000	\$144,701,000	\$42,339,000	\$187,040,000

EFA (70%)

	Teachers Included in Avg. Teacher Salary Calculation			Teachers Eligible for Teacher Supply Funds			Teachers with EIA Supplement Funds (SDE Standard)		
	Salary	Group 1 Fringe	Total	Salary	Group 2 Fringe	Total	Salary	Group 3 Fringe	Total
Increase in Teacher Salaries									
- 1% across the schedule - Schedule 1	\$16,299,000	\$4,197,000	\$20,496,000	\$17,849,000	\$4,596,000	\$22,445,000	\$19,088,000	\$4,915,000	\$24,003,000
- 2% across the schedule - Schedule 2 (RFA est.)	\$32,564,000	\$8,385,000	\$40,949,000	\$35,660,000	\$9,182,000	\$44,842,000	\$38,137,000	\$9,820,000	\$47,957,000
- 3% across the schedule - Schedule 3 (RFA est.)	\$48,846,000	\$12,578,000	\$61,424,000	\$53,491,000	\$13,773,000	\$67,264,000	\$57,206,000	\$14,730,000	\$71,936,000
- 4% across the schedule - Schedule 4 (RFA est.)	\$65,128,000	\$16,770,000	\$81,898,000	\$71,321,000	\$18,364,000	\$89,685,000	\$76,275,000	\$19,640,000	\$95,915,000
- 5% across the schedule - Schedule 5	\$81,324,000	\$20,940,000	\$102,264,000	\$89,057,000	\$22,931,000	\$111,988,000	\$95,247,000	\$24,525,000	\$119,772,000
\$35,000 Minimum Salary									
Increase minimum salary schedule to \$35,000 and all others by a percentage									
- Increase current to \$35,000 min - Schedule 6	\$30,046,000	\$7,736,000	\$37,782,000	\$32,081,000	\$8,260,000	\$40,341,000	\$35,692,000	\$9,190,000	\$44,882,000
- \$35,000 min plus 1% for others - Schedule 7	\$42,021,000	\$10,820,000	\$52,841,000	\$45,326,000	\$11,671,000	\$56,997,000	\$49,729,000	\$12,805,000	\$62,534,000
- \$35,000 min plus 2% for others - Schedule 8	\$53,962,000	\$13,894,000	\$67,856,000	\$58,533,000	\$15,072,000	\$73,605,000	\$63,726,000	\$16,409,000	\$80,135,000
- \$35,000 min plus 3% for others - Schedule 9 (RFA est.)	\$66,682,000	\$17,170,000	\$83,852,000	\$72,566,000	\$18,685,000	\$91,251,000	\$78,593,000	\$20,238,000	\$98,831,000
- \$35,000 min plus 4% for others - Schedule 10 (RFA est.)	\$78,894,000	\$20,315,000	\$99,209,000	\$86,061,000	\$22,160,000	\$108,221,000	\$92,893,000	\$23,920,000	\$116,813,000
- \$35,000 min plus 5% for others - Schedule 11	\$92,291,000	\$23,764,000	\$116,055,000	\$100,806,000	\$25,956,000	\$126,762,000	\$108,509,000	\$27,940,000	\$136,449,000

INCLUDED IN AVERAGE TEACHER SALARY CALCULATION - GROUP 1		
Position Code	Position	NUMBER OF TEACHERS
03	Special Education (Iterant)	155.60
04	Prekindergarten (Child Development)	1,164.90
05	Kindergarten	2,468.90
06	Special Education (Self-Contained)	2,459.90
07	Special Education (Resource)	2,901.90
08	Classroom Teacher	41,347.90
17	Speech Therapist	905.30
46	Purchased Service Teacher	40.70
	Total	51,445.10

ELIGIBLE FOR TEACHER SUPPLY FUNDS - GROUP 2		
Position Code	Position	NUMBER OF TEACHERS
03	Special Education (Iterant)	155.60
04	Prekindergarten (Child Development)	1,164.90
05	Kindergarten	2,468.90
06	Special Education (Self-Contained)	2,459.90
07	Special Education (Resource)	2,901.90
08	Classroom Teacher	41,347.90
09	Retired Teachers	407.00
10	Library Media Specialist	1,106.30
11	Guidance Counselor	2,194.90
17	Speech Therapist	905.30
18	ROTC Instructor	365.00
23	Career Specialist	325.50
	Total	55,803.10

INCLUDED IN EIA SUPPLEMENT FUNDS (SDE STANDARD) - GROUP 3		
Position Code	Position	NUMBER OF TEACHERS
03	Special Education (Itinerant)	155.60
04	Prekindergarten (Child Development)	1,164.90
05	Kindergarten	2,468.90
06	Special Education (Self-Contained)	2,459.90
07	Special Education (Resource)	2,901.90
08	Classroom Teacher	41,347.90
09	Retired Teachers	407.00
10	Library Media Specialist	1,106.30
11	Guidance Counselor	2,194.90
17	Speech Therapist	905.30
18	ROTC Instructor	365.00
36	School Nurse	1,348.30
37	Occupational/Physical Therapist	281.30
38	Orientation/Mobility Instructor	8.00
39	Audiologist	10.30
40	Social Worker	197.50
85	Psychologist	541.50
	Total	57,864.50

SDE Notes: This is the number statewide, but special schools and CATE centers are not included in the avg teacher calculation. Other restrictions related to FTE status, number of days, and certification are included in the avg. teacher calculation.

FY 2018-19 SALARY SCHEDULE AND NUMBER OF TEACHERS ELIGIBLE FOR TEACHER SUPPLY SUPPLEMENT - GROUP 2
CURRENT SCHEDULE

	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR	MASTERS	MASTERS	BACHELORS	BACHELORS
	DEGREE	DEGREE	DEGREE	DEGREE	DEGREE
	+30 HRS	+30 HRS	+18 HRS	+18 HRS	
YRS EXP	DEGREE	DEGREE	DEGREE	DEGREE	DEGREE
Salary and Number of Teachers					
0	\$ 43,340	\$ 39,690	\$ 36,649	\$ 33,456	\$ 32,000
	13	125	611	51	1,942
1	\$ 43,340	\$ 39,690	\$ 36,649	\$ 33,456	\$ 32,000
	6	119	598	68	1,563
2	\$ 43,340	\$ 39,690	\$ 36,649	\$ 33,456	\$ 32,000
	15	137	770	148	1,422
3	\$ 44,556	\$ 40,603	\$ 37,562	\$ 34,277	\$ 32,756
	13	170	972	214	1,301
4	\$ 45,773	\$ 41,515	\$ 38,473	\$ 35,128	\$ 33,608
	9	193	1,003	195	1,014
5	\$ 46,990	\$ 42,428	\$ 39,386	\$ 35,950	\$ 34,429
	16	261	1,114	202	863
6	\$ 48,206	\$ 43,340	\$ 40,299	\$ 36,801	\$ 35,280
	15	255	1,083	143	712
7	\$ 49,423	\$ 44,252	\$ 41,211	\$ 37,622	\$ 36,102
	14	238	884	91	489
8	\$ 50,639	\$ 45,165	\$ 42,123	\$ 38,473	\$ 36,953
	19	245	818	135	429
9	\$ 51,856	\$ 46,078	\$ 43,036	\$ 39,295	\$ 37,774
	23	318	1,100	135	480
10	\$ 53,073	\$ 46,990	\$ 43,949	\$ 40,147	\$ 38,626
	25	393	1,100	119	459
11	\$ 54,289	\$ 47,902	\$ 44,861	\$ 40,968	\$ 39,447
	30	386	1,154	132	439

	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR	MASTERS	MASTERS	BACHELORS	BACHELORS
	DEGREE	DEGREE	DEGREE	DEGREE	DEGREE
	+30 HRS	+30 HRS	+18 HRS	+18 HRS	
YRS EXP	DEGREE	DEGREE	DEGREE	DEGREE	DEGREE
Salary and Number of Teachers					
12	\$ 55,506	\$ 48,815	\$ 45,773	\$ 41,819	\$ 40,299
	33	359	1,081	121	418
13	\$ 56,722	\$ 49,727	\$ 46,686	\$ 42,640	\$ 41,120
	38	441	980	130	330
14	\$ 57,939	\$ 50,639	\$ 47,598	\$ 43,493	\$ 41,971
	37	350	843	125	260
15	\$ 59,156	\$ 51,552	\$ 48,510	\$ 44,314	\$ 42,792
	36	347	834	111	241
16	\$ 60,372	\$ 52,465	\$ 49,423	\$ 45,165	\$ 43,645
	37	434	783	142	243
17	\$ 61,589	\$ 53,376	\$ 50,335	\$ 45,986	\$ 44,466
	43	394	799	122	230
18	\$ 62,205	\$ 53,910	\$ 50,839	\$ 46,447	\$ 44,910
	38	377	772	127	228
19	\$ 62,826	\$ 54,450	\$ 51,347	\$ 46,910	\$ 45,359
	25	409	772	155	218
20	\$ 63,455	\$ 54,995	\$ 51,860	\$ 47,380	\$ 45,813
	40	379	719	119	207
21	\$ 64,090	\$ 55,544	\$ 52,379	\$ 47,853	\$ 46,271
	35	378	657	120	174
22	\$ 64,731	\$ 56,099	\$ 52,903	\$ 48,331	\$ 46,734
	31	322	634	120	123
23	\$ 65,378	\$ 56,660	\$ 53,432	\$ 48,815	\$ 47,201
	318	3,376	4,286	1,145	901

Number of TSS teachers based upon data provided by SDE in Dec. 2018; 23 years includes teachers with more than 23 years; 1270.4 positions not included due to missing data

1% INCREASE - PROJECTED SALARY SCHEDULE

SCHEDULE 1

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR	MASTERS	MASTERS	BACHELORS	BACHELORS		DR	MASTERS	MASTERS	BACHELORS	BACHELORS
	DEGREE	+30 HRS	DEGREE	DEGREE	DEGREE		DEGREE	+30 HRS	DEGREE	+18 HRS	DEGREE
0	43,795	40,076	37,016	33,791	32,320	12	56,061	49,303	46,231	42,238	40,702
	1.0%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%
1	43,804	40,084	37,024	33,798	32,327	13	57,289	50,225	47,153	43,067	41,531
	1.1%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%
2	43,816	40,095	37,034	33,807	32,336	14	58,519	51,146	48,074	43,928	42,391
	1.1%	1.0%	1.1%	1.0%	1.1%		1.0%	1.0%	1.0%	1.0%	1.0%
3	45,002	41,009	37,938	34,620	33,084	15	59,748	52,068	48,996	44,757	43,220
	1.0%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%
4	46,231	41,930	38,858	35,479	33,944	16	60,976	52,990	49,918	45,617	44,081
	1.0%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%
5	47,460	42,852	39,780	36,310	34,773	17	62,205	53,910	50,838	46,446	44,911
	1.0%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%
6	48,689	43,774	40,702	37,169	35,633	18	62,827	54,450	51,347	46,911	45,360
	1.0%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%
7	49,918	44,695	41,623	37,999	36,463	19	63,455	54,995	51,861	47,380	45,813
	1.0%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%
8	51,146	45,617	42,545	38,858	37,323	20	64,090	55,545	52,379	47,854	46,272
	1.0%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%
9	52,375	46,539	43,467	39,688	38,152	21	64,731	56,100	52,903	48,332	46,734
	1.0%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%
10	53,604	47,460	44,389	40,549	39,012	22	65,378	56,661	53,432	48,815	47,201
	1.0%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%
11	54,832	48,381	45,309	41,378	39,841	23	66,032	57,227	53,967	49,303	47,673
	1.0%	1.0%	1.0%	1.0%	1.0%		1.0%	1.0%	1.0%	1.0%	1.0%

Schedule used by SDE in calculations; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary

2% INCREASE - PROJECTED SALARY SCHEDULE

SCHEDULE 2

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR	MASTERS	MASTERS	BACHELORS	BACHELORS		DR	MASTERS	MASTERS	BACHELORS	BACHELORS
	DEGREE	DEGREE +30 HRS	DEGREE	DEGREE +18 HRS	DEGREE		DEGREE	DEGREE +30 HRS	DEGREE	DEGREE +18 HRS	DEGREE
0	44,229 2.1%	40,473 2.0%	37,382 2.0%	34,126 2.0%	32,640 2.0%	12	56,616 2.0%	49,791 2.0%	46,688 2.0%	42,655 2.0%	41,105 2.0%
1	44,238 2.1%	40,481 2.0%	37,391 2.0%	34,133 2.0%	32,647 2.0%	13	57,856 2.0%	50,722 2.0%	47,620 2.0%	43,493 2.0%	41,942 2.0%
2	44,250 2.1%	40,492 2.0%	37,401 2.1%	34,142 2.0%	32,656 2.1%	14	59,098 2.0%	51,652 2.0%	48,550 2.0%	44,363 2.0%	42,810 2.0%
3	45,447 2.0%	41,415 2.0%	38,313 2.0%	34,963 2.0%	33,411 2.0%	15	60,339 2.0%	52,583 2.0%	49,480 2.0%	45,200 2.0%	43,648 2.0%
4	46,688 2.0%	42,345 2.0%	39,242 2.0%	35,831 2.0%	34,280 2.0%	16	61,579 2.0%	53,514 2.0%	50,411 2.0%	46,068 2.0%	44,518 2.0%
5	47,930 2.0%	43,277 2.0%	40,174 2.0%	36,669 2.0%	35,118 2.0%	17	62,821 2.0%	54,444 2.0%	51,342 2.0%	46,906 2.0%	45,355 2.0%
6	49,170 2.0%	44,207 2.0%	41,105 2.0%	37,537 2.0%	35,986 2.0%	18	63,449 2.0%	54,988 2.0%	51,856 2.0%	47,376 2.0%	45,808 2.0%
7	50,411 2.0%	45,137 2.0%	42,035 2.0%	38,374 2.0%	36,824 2.0%	19	64,083 2.0%	55,539 2.0%	52,374 2.0%	47,848 2.0%	46,266 2.0%
8	51,652 2.0%	46,068 2.0%	42,965 2.0%	39,242 2.0%	37,692 2.0%	20	64,724 2.0%	56,095 2.0%	52,897 2.0%	48,328 2.0%	46,729 2.0%
9	52,893 2.0%	47,000 2.0%	43,897 2.0%	40,081 2.0%	38,529 2.0%	21	65,372 2.0%	56,655 2.0%	53,427 2.0%	48,810 2.0%	47,196 2.0%
10	54,134 2.0%	47,930 2.0%	44,828 2.0%	40,950 2.0%	39,399 2.0%	22	66,026 2.0%	57,221 2.0%	53,961 2.0%	49,298 2.0%	47,669 2.0%
11	55,375 2.0%	48,860 2.0%	45,758 2.0%	41,787 2.0%	40,236 2.0%	23	66,686 2.0%	57,793 2.0%	54,501 2.0%	49,791 2.0%	48,145 2.0%

Estimated by RFA based upon 1% schedule from SDE; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary

3% INCREASE - PROJECTED SALARY SCHEDULE

SCHEDULE 3

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR DEGREE	MASTERS DEGREE +30 HRS	MASTERS DEGREE	BACHELORS DEGREE +18 HRS	BACHELORS DEGREE		DR DEGREE	MASTERS DEGREE +30 HRS	MASTERS DEGREE	BACHELORS DEGREE +18 HRS	BACHELORS DEGREE
0	44,662 3.1%	40,870 3.0%	37,749 3.0%	34,460 3.0%	32,960 3.0%	12	57,171 3.0%	50,279 3.0%	47,146 3.0%	43,074 3.0%	41,508 3.0%
1	44,671 3.1%	40,878 3.0%	37,757 3.0%	34,467 3.0%	32,967 3.0%	13	58,424 3.0%	51,219 3.0%	48,087 3.0%	43,919 3.0%	42,354 3.0%
2	44,684 3.1%	40,889 3.0%	37,767 3.1%	34,476 3.1%	32,976 3.1%	14	59,677 3.0%	52,158 3.0%	49,026 3.0%	44,798 3.0%	43,230 3.0%
3	45,893 3.0%	41,821 3.0%	38,689 3.0%	35,305 3.0%	33,739 3.0%	15	60,931 3.0%	53,099 3.0%	49,965 3.0%	45,643 3.0%	44,076 3.0%
4	47,146 3.0%	42,760 3.0%	39,627 3.0%	36,182 3.0%	34,616 3.0%	16	62,183 3.0%	54,039 3.0%	50,906 3.0%	46,520 3.0%	44,954 3.0%
5	48,400 3.0%	43,701 3.0%	40,568 3.0%	37,029 3.0%	35,462 3.0%	17	63,437 3.0%	54,977 3.0%	51,845 3.0%	47,366 3.0%	45,800 3.0%
6	49,652 3.0%	44,640 3.0%	41,508 3.0%	37,905 3.0%	36,338 3.0%	18	64,071 3.0%	55,527 3.0%	52,364 3.0%	47,840 3.0%	46,257 3.0%
7	50,906 3.0%	45,580 3.0%	42,447 3.0%	38,751 3.0%	37,185 3.0%	19	64,711 3.0%	56,084 3.0%	52,887 3.0%	48,317 3.0%	46,720 3.0%
8	52,158 3.0%	46,520 3.0%	43,387 3.0%	39,627 3.0%	38,062 3.0%	20	65,359 3.0%	56,645 3.0%	53,416 3.0%	48,801 3.0%	47,187 3.0%
9	53,412 3.0%	47,460 3.0%	44,327 3.0%	40,474 3.0%	38,907 3.0%	21	66,013 3.0%	57,210 3.0%	53,950 3.0%	49,289 3.0%	47,659 3.0%
10	54,665 3.0%	48,400 3.0%	45,267 3.0%	41,351 3.0%	39,785 3.0%	22	66,673 3.0%	57,782 3.0%	54,490 3.0%	49,781 3.0%	48,136 3.0%
11	55,918 3.0%	49,339 3.0%	46,207 3.0%	42,197 3.0%	40,630 3.0%	23	67,339 3.0%	58,360 3.0%	55,035 3.0%	50,279 3.0%	48,617 3.0%

Estimated by RFA based upon 1% schedule from SDE; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary

4% INCREASE - PROJECTED SALARY SCHEDULE

SCHEDULE 4

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR	MASTERS	MASTERS	BACHELORS	BACHELORS		DR	MASTERS	MASTERS	BACHELORS	BACHELORS
	DEGREE	DEGREE +30 HRS	DEGREE	DEGREE +18 HRS	DEGREE		DEGREE	DEGREE +30 HRS	DEGREE	DEGREE +18 HRS	DEGREE
0	45,074 4.0%	41,435 4.4%	38,107 4.0%	34,779 4.0%	33,280 4.0%	12	57,726 4.0%	50,768 4.0%	47,604 4.0%	43,492 4.0%	41,911 4.0%
1	45,125 4.1%	41,542 4.7%	38,283 4.5%	34,928 4.4%	33,298 4.1%	13	58,991 4.0%	51,716 4.0%	48,553 4.0%	44,346 4.0%	42,765 4.0%
2	45,379 4.7%	41,557 4.7%	38,373 4.7%	35,029 4.7%	33,437 4.5%	14	60,257 4.0%	52,665 4.0%	49,502 4.0%	45,233 4.0%	43,650 4.0%
3	46,338 4.0%	42,227 4.0%	39,064 4.0%	35,648 4.0%	34,066 4.0%	15	61,522 4.0%	53,614 4.0%	50,450 4.0%	46,087 4.0%	44,504 4.0%
4	47,604 4.0%	43,176 4.0%	40,012 4.0%	36,533 4.0%	34,952 4.0%	16	62,787 4.0%	54,564 4.0%	51,400 4.0%	46,972 4.0%	45,391 4.0%
5	48,870 4.0%	44,125 4.0%	40,961 4.0%	37,388 4.0%	35,806 4.0%	17	64,053 4.0%	55,511 4.0%	52,348 4.0%	47,825 4.0%	46,245 4.0%
6	50,134 4.0%	45,074 4.0%	41,911 4.0%	38,273 4.0%	36,691 4.0%	18	64,693 4.0%	56,066 4.0%	52,873 4.0%	48,305 4.0%	46,706 4.0%
7	51,400 4.0%	46,022 4.0%	42,859 4.0%	39,127 4.0%	37,546 4.0%	19	65,339 4.0%	56,628 4.0%	53,401 4.0%	48,786 4.0%	47,173 4.0%
8	52,665 4.0%	46,972 4.0%	43,808 4.0%	40,012 4.0%	38,431 4.0%	20	65,993 4.0%	57,195 4.0%	53,934 4.0%	49,275 4.0%	47,646 4.0%
9	53,930 4.0%	47,921 4.0%	44,757 4.0%	40,867 4.0%	39,285 4.0%	21	66,654 4.0%	57,766 4.0%	54,474 4.0%	49,767 4.0%	48,122 4.0%
10	55,196 4.0%	48,870 4.0%	45,707 4.0%	41,753 4.0%	40,171 4.0%	22	67,320 4.0%	58,343 4.0%	55,019 4.0%	50,264 4.0%	48,603 4.0%
11	56,461 4.0%	49,818 4.0%	46,655 4.0%	42,607 4.0%	41,025 4.0%	23	67,993 4.0%	58,926 4.0%	55,569 4.0%	50,768 4.0%	49,089 4.0%

Estimated by RFA based upon 5% schedule from SDE; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary

5% INCREASE - PROJECTED SALARY SCHEDULE

SCHEDULE 5

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR	MASTERS	MASTERS	BACHELORS	BACHELORS		DR	MASTERS	MASTERS	BACHELORS	BACHELORS
	DEGREE	DEGREE +30 HRS	DEGREE	DEGREE +18 HRS	DEGREE		DEGREE	DEGREE +30 HRS	DEGREE	DEGREE +18 HRS	DEGREE
0	45,507 5.0%	41,833 5.4%	38,473 5.0%	35,113 5.0%	33,600 5.0%	12	58,281 5.0%	51,256 5.0%	48,062 5.0%	43,910 5.0%	42,314 5.0%
1	45,559 5.1%	41,941 5.7%	38,651 5.5%	35,264 5.4%	33,618 5.1%	13	59,558 5.0%	52,213 5.0%	49,020 5.0%	44,772 5.0%	43,176 5.0%
2	45,815 5.7%	41,957 5.7%	38,742 5.7%	35,366 5.7%	33,759 5.5%	14	60,836 5.0%	53,171 5.0%	49,978 5.0%	45,668 5.0%	44,070 5.0%
3	46,784 5.0%	42,633 5.0%	39,440 5.0%	35,991 5.0%	34,394 5.0%	15	62,114 5.0%	54,130 5.0%	50,936 5.0%	46,530 5.0%	44,932 5.0%
4	48,062 5.0%	43,591 5.0%	40,397 5.0%	36,884 5.0%	35,288 5.0%	16	63,391 5.0%	55,088 5.0%	51,894 5.0%	47,423 5.0%	45,827 5.0%
5	49,340 5.0%	44,549 5.0%	41,355 5.0%	37,748 5.0%	36,150 5.0%	17	64,668 5.0%	56,045 5.0%	52,852 5.0%	48,285 5.0%	46,689 5.0%
6	50,616 5.0%	45,507 5.0%	42,314 5.0%	38,641 5.0%	37,044 5.0%	18	65,315 5.0%	56,606 5.0%	53,381 5.0%	48,769 5.0%	47,156 5.0%
7	51,894 5.0%	46,465 5.0%	43,272 5.0%	39,503 5.0%	37,907 5.0%	19	65,967 5.0%	57,173 5.0%	53,914 5.0%	49,256 5.0%	47,627 5.0%
8	53,171 5.0%	47,423 5.0%	44,229 5.0%	40,397 5.0%	38,801 5.0%	20	66,628 5.0%	57,745 5.0%	54,453 5.0%	49,749 5.0%	48,104 5.0%
9	54,449 5.0%	48,382 5.0%	45,188 5.0%	41,260 5.0%	39,663 5.0%	21	67,295 5.0%	58,321 5.0%	54,998 5.0%	50,246 5.0%	48,585 5.0%
10	55,727 5.0%	49,340 5.0%	46,146 5.0%	42,154 5.0%	40,557 5.0%	22	67,968 5.0%	58,904 5.0%	55,548 5.0%	50,748 5.0%	49,071 5.0%
11	57,003 5.0%	50,297 5.0%	47,104 5.0%	43,016 5.0%	41,419 5.0%	23	68,647 5.0%	59,493 5.0%	56,104 5.0%	51,256 5.0%	49,561 5.0%

Schedule used by SDE in calculations; RFA adjusted Year 0 Class 8 up to 5% increase; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary

INCREASE MINIMUM TO \$35,000 - PROJECTED SALARY SCHEDULE
SCHEDULE 6

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR	MASTERS	MASTERS	BACHELORS	BACHELORS		DR	MASTERS	MASTERS	BACHELORS	BACHELORS
	DEGREE	+30 HRS	DEGREE	DEGREE	DEGREE		DEGREE	+30 HRS	DEGREE	+18 HRS	DEGREE
0	47,076	43,576	40,076	36,576	35,000	12	55,506	48,815	45,773	41,819	40,299
	8.6%	9.8%	9.4%	9.3%	9.4%		0.0%	0.0%	0.0%	0.0%	0.0%
1	47,593	43,813	40,377	36,838	35,119	13	56,722	49,728	46,686	42,640	41,120
	9.8%	10.4%	10.2%	10.1%	9.7%		0.0%	0.0%	0.0%	0.0%	0.0%
2	47,924	43,888	40,525	36,994	35,313	14	57,939	50,639	47,598	43,493	41,971
	10.6%	10.6%	10.6%	10.6%	10.4%		0.0%	0.0%	0.0%	0.0%	0.0%
3	48,236	43,957	40,664	37,107	35,462	15	59,156	51,552	48,511	44,314	42,792
	8.3%	8.3%	8.3%	8.3%	8.3%		0.0%	0.0%	0.0%	0.0%	0.0%
4	48,578	44,058	40,831	37,280	35,667	16	60,372	52,465	49,423	45,165	43,645
	6.1%	6.1%	6.1%	6.1%	6.1%		0.0%	0.0%	0.0%	0.0%	0.0%
5	48,824	44,083	40,923	37,353	35,772	17	61,589	53,376	50,335	45,986	44,466
	3.9%	3.9%	3.9%	3.9%	3.9%		0.0%	0.0%	0.0%	0.0%	0.0%
6	49,104	44,148	41,050	37,487	35,937	18	62,205	53,910	50,839	46,447	44,910
	1.9%	1.9%	1.9%	1.9%	1.9%		0.0%	0.0%	0.0%	0.0%	0.0%
7	49,423	44,252	41,211	37,622	36,102	19	62,827	54,450	51,347	46,911	45,359
	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
8	50,639	45,165	42,123	38,474	36,953	20	63,456	54,995	51,861	47,380	45,813
	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
9	51,856	46,078	43,036	39,295	37,774	21	64,090	55,544	52,380	47,854	46,271
	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
10	53,073	46,990	43,949	40,147	38,626	22	64,731	56,100	52,903	48,331	46,734
	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
11	54,289	47,902	44,861	40,968	39,447	23	65,378	56,661	53,433	48,815	47,201
	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%

Schedule used by SDE in calculations; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary

INCREASE MINIMUM TO \$35,000 & 1% INCREASE - PROJECTED SALARY SCHEDULE

SCHEDULE 7

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR DEGREE	MASTERS DEGREE +30 HRS	MASTERS DEGREE	BACHELORS DEGREE +18 HRS	BACHELORS DEGREE		DR DEGREE	MASTERS DEGREE +30 HRS	MASTERS DEGREE	BACHELORS DEGREE +18 HRS	BACHELORS DEGREE
0	47,076 8.6%	43,576 9.8%	40,076 9.4%	36,576 9.3%	35,000 9.4%	12	56,061 1.0%	49,303 1.0%	46,231 1.0%	42,237 1.0%	40,702 1.0%
1	47,593 9.8%	43,813 10.4%	40,377 10.2%	36,838 10.1%	35,119 9.7%	13	57,289 1.0%	50,224 1.0%	47,153 1.0%	43,066 1.0%	41,531 1.0%
2	47,924 10.6%	43,888 10.6%	40,525 10.6%	36,994 10.6%	35,313 10.4%	14	58,518 1.0%	51,145 1.0%	48,073 1.0%	43,927 1.0%	42,391 1.0%
3	48,236 8.3%	43,957 8.3%	40,664 8.3%	37,107 8.3%	35,462 8.3%	15	59,747 1.0%	52,067 1.0%	48,995 1.0%	44,756 1.0%	43,220 1.0%
4	48,578 6.1%	44,058 6.1%	40,831 6.1%	37,280 6.1%	35,667 6.1%	16	60,975 1.0%	52,989 1.0%	49,917 1.0%	45,616 1.0%	44,081 1.0%
5	48,824 3.9%	44,083 3.9%	40,923 3.9%	37,353 3.9%	35,772 3.9%	17	62,204 1.0%	53,910 1.0%	50,838 1.0%	46,445 1.0%	44,910 1.0%
6	49,104 1.9%	44,148 1.9%	41,050 1.9%	37,487 1.9%	35,937 1.9%	18	62,827 1.0%	54,449 1.0%	51,347 1.0%	46,911 1.0%	45,359 1.0%
7	49,917 1.0%	44,694 1.0%	41,623 1.0%	37,998 1.0%	36,463 1.0%	19	63,454 1.0%	54,994 1.0%	51,860 1.0%	47,379 1.0%	45,812 1.0%
8	51,145 1.0%	45,616 1.0%	42,544 1.0%	38,858 1.0%	37,323 1.0%	20	64,090 1.0%	55,544 1.0%	52,379 1.0%	47,853 1.0%	46,271 1.0%
9	52,374 1.0%	46,538 1.0%	43,466 1.0%	39,687 1.0%	38,152 1.0%	21	64,730 1.0%	56,099 1.0%	52,903 1.0%	48,332 1.0%	46,733 1.0%
10	53,604 1.0%	47,460 1.0%	44,388 1.0%	40,548 1.0%	39,012 1.0%	22	65,378 1.0%	56,660 1.0%	53,431 1.0%	48,814 1.0%	47,201 1.0%
11	54,832 1.0%	48,381 1.0%	45,309 1.0%	41,377 1.0%	39,841 1.0%	23	66,031 1.0%	57,227 1.0%	53,966 1.0%	49,303 1.0%	47,672 1.0%

Schedule used by SDE in calculations; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary

INCREASE MINIMUM TO \$35,000 & 2% INCREASE - PROJECTED SALARY SCHEDULE

SCHEDULE 8

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR DEGREE	MASTERS DEGREE +30 HRS	MASTERS DEGREE	BACHELORS DEGREE +18 HRS	BACHELORS DEGREE		DR DEGREE	MASTERS DEGREE +30 HRS	MASTERS DEGREE	BACHELORS DEGREE +18 HRS	BACHELORS DEGREE
0	47,076 8.6%	43,576 9.8%	40,076 9.4%	36,576 9.3%	35,000 9.4%	12	56,616 2.0%	49,791 2.0%	46,689 2.0%	42,655 2.0%	41,105 2.0%
1	47,593 9.8%	43,813 10.4%	40,377 10.2%	36,838 10.1%	35,119 9.7%	13	57,856 2.0%	50,722 2.0%	47,620 2.0%	43,493 2.0%	41,942 2.0%
2	47,924 10.6%	43,888 10.6%	40,525 10.6%	36,994 10.6%	35,313 10.4%	14	59,097 2.0%	51,652 2.0%	48,549 2.0%	44,362 2.0%	42,810 2.0%
3	48,236 8.3%	43,957 8.3%	40,664 8.3%	37,107 8.3%	35,462 8.3%	15	60,339 2.0%	52,583 2.0%	49,480 2.0%	45,200 2.0%	43,648 2.0%
4	48,578 6.1%	44,058 6.1%	40,831 6.1%	37,280 6.1%	35,667 6.1%	16	61,579 2.0%	53,514 2.0%	50,411 2.0%	46,068 2.0%	44,517 2.0%
5	48,824 3.9%	44,083 3.9%	40,923 3.9%	37,353 3.9%	35,772 3.9%	17	62,820 2.0%	54,444 2.0%	51,341 2.0%	46,905 2.0%	45,355 2.0%
6	49,170 2.0%	44,207 2.0%	41,105 2.0%	37,537 2.0%	35,986 2.0%	18	63,449 2.0%	54,988 2.0%	51,855 2.0%	47,375 2.0%	45,808 2.0%
7	50,411 2.0%	45,137 2.0%	42,035 2.0%	38,374 2.0%	36,824 2.0%	19	64,083 2.0%	55,539 2.0%	52,374 2.0%	47,848 2.0%	46,266 2.0%
8	51,652 2.0%	46,068 2.0%	42,966 2.0%	39,243 2.0%	37,692 2.0%	20	64,724 2.0%	56,094 2.0%	52,897 2.0%	48,327 2.0%	46,729 2.0%
9	52,893 2.0%	46,999 2.0%	43,897 2.0%	40,080 2.0%	38,530 2.0%	21	65,371 2.0%	56,654 2.0%	53,427 2.0%	48,810 2.0%	47,196 2.0%
10	54,134 2.0%	47,930 2.0%	44,828 2.0%	40,950 2.0%	39,398 2.0%	22	66,025 2.0%	57,221 2.0%	53,960 2.0%	49,298 2.0%	47,668 2.0%
11	55,375 2.0%	48,860 2.0%	45,758 2.0%	41,787 2.0%	40,235 2.0%	23	66,685 2.0%	57,793 2.0%	54,501 2.0%	49,791 2.0%	48,144 2.0%

Schedule used by SDE in calculations; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary

INCREASE MINIMUM TO \$35,000 & 3% INCREASE - PROJECTED SALARY SCHEDULE

SCHEDULE 9

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR DEGREE	MASTERS DEGREE +30 HRS	MASTERS DEGREE	BACHELORS DEGREE +18 HRS	BACHELORS DEGREE		DR DEGREE	MASTERS DEGREE +30 HRS	MASTERS DEGREE	BACHELORS DEGREE +18 HRS	BACHELORS DEGREE
0	47,076 8.6%	43,576 9.8%	40,076 9.4%	36,576 9.3%	35,000 9.4%	12	57,171 3.0%	50,279 3.0%	47,146 3.0%	43,074 3.0%	41,508 3.0%
1	47,593 9.8%	43,813 10.4%	40,377 10.2%	36,838 10.1%	35,119 9.7%	13	58,424 3.0%	51,219 3.0%	48,087 3.0%	43,919 3.0%	42,354 3.0%
2	47,924 10.6%	43,888 10.6%	40,525 10.6%	36,994 10.6%	35,313 10.4%	14	59,677 3.0%	52,158 3.0%	49,026 3.0%	44,798 3.0%	43,230 3.0%
3	48,236 8.3%	43,957 8.3%	40,664 8.3%	37,107 8.3%	35,462 8.3%	15	60,931 3.0%	53,099 3.0%	49,965 3.0%	45,643 3.0%	44,076 3.0%
4	48,578 6.1%	44,058 6.1%	40,831 6.1%	37,280 6.1%	35,667 6.1%	16	62,183 3.0%	54,039 3.0%	50,906 3.0%	46,520 3.0%	44,954 3.0%
5	48,824 3.9%	44,083 3.9%	40,923 3.9%	37,353 3.9%	35,772 3.9%	17	63,437 3.0%	54,977 3.0%	51,845 3.0%	47,366 3.0%	45,800 3.0%
6	49,652 3.0%	44,640 3.0%	41,508 3.0%	37,905 3.0%	36,338 3.0%	18	64,071 3.0%	55,527 3.0%	52,364 3.0%	47,840 3.0%	46,257 3.0%
7	50,906 3.0%	45,580 3.0%	42,447 3.0%	38,751 3.0%	37,185 3.0%	19	64,711 3.0%	56,084 3.0%	52,887 3.0%	48,317 3.0%	46,720 3.0%
8	52,158 3.0%	46,520 3.0%	43,387 3.0%	39,627 3.0%	38,062 3.0%	20	65,359 3.0%	56,645 3.0%	53,416 3.0%	48,801 3.0%	47,187 3.0%
9	53,412 3.0%	47,460 3.0%	44,327 3.0%	40,474 3.0%	38,907 3.0%	21	66,013 3.0%	57,210 3.0%	53,950 3.0%	49,289 3.0%	47,659 3.0%
10	54,665 3.0%	48,400 3.0%	45,267 3.0%	41,351 3.0%	39,785 3.0%	22	66,673 3.0%	57,782 3.0%	54,490 3.0%	49,781 3.0%	48,136 3.0%
11	55,918 3.0%	49,339 3.0%	46,207 3.0%	42,197 3.0%	40,630 3.0%	23	67,339 3.0%	58,360 3.0%	55,035 3.0%	50,279 3.0%	48,617 3.0%

Estimated by RFA based on schedule from SDE for 2%; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary

INCREASE MINIMUM TO \$35,000 & 4% INCREASE - PROJECTED SALARY SCHEDULE

SCHEDULE 10

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR DEGREE	MASTERS DEGREE +30 HRS	MASTERS DEGREE	BACHELORS DEGREE +18 HRS	BACHELORS DEGREE		DR DEGREE	MASTERS DEGREE +30 HRS	MASTERS DEGREE	BACHELORS DEGREE +18 HRS	BACHELORS DEGREE
0	47,076 8.6%	43,576 9.8%	40,076 9.4%	36,576 9.3%	35,000 9.4%	12	57,726 4.0%	50,768 4.0%	47,604 4.0%	43,492 4.0%	41,911 4.0%
1	47,593 9.8%	43,813 10.4%	40,377 10.2%	36,838 10.1%	35,119 9.7%	13	58,991 4.0%	51,716 4.0%	48,553 4.0%	44,346 4.0%	42,765 4.0%
2	47,924 10.6%	43,888 10.6%	40,525 10.6%	36,994 10.6%	35,313 10.4%	14	60,257 4.0%	52,665 4.0%	49,502 4.0%	45,233 4.0%	43,650 4.0%
3	48,236 8.3%	43,957 8.3%	40,664 8.3%	37,107 8.3%	35,462 8.3%	15	61,522 4.0%	53,614 4.0%	50,450 4.0%	46,087 4.0%	44,504 4.0%
4	48,578 6.1%	44,058 6.1%	40,831 6.1%	37,280 6.1%	35,667 6.1%	16	62,787 4.0%	54,564 4.0%	51,400 4.0%	46,972 4.0%	45,391 4.0%
5	48,870 4.0%	44,125 4.0%	40,961 4.0%	37,388 4.0%	35,806 4.0%	17	64,053 4.0%	55,511 4.0%	52,348 4.0%	47,825 4.0%	46,245 4.0%
6	50,134 4.0%	45,074 4.0%	41,911 4.0%	38,273 4.0%	36,691 4.0%	18	64,693 4.0%	56,066 4.0%	52,873 4.0%	48,305 4.0%	46,706 4.0%
7	51,400 4.0%	46,022 4.0%	42,859 4.0%	39,127 4.0%	37,546 4.0%	19	65,339 4.0%	56,628 4.0%	53,401 4.0%	48,786 4.0%	47,173 4.0%
8	52,665 4.0%	46,972 4.0%	43,808 4.0%	40,012 4.0%	38,431 4.0%	20	65,993 4.0%	57,195 4.0%	53,934 4.0%	49,275 4.0%	47,646 4.0%
9	53,930 4.0%	47,921 4.0%	44,757 4.0%	40,867 4.0%	39,285 4.0%	21	66,654 4.0%	57,766 4.0%	54,474 4.0%	49,767 4.0%	48,122 4.0%
10	55,196 4.0%	48,870 4.0%	45,707 4.0%	41,753 4.0%	40,171 4.0%	22	67,320 4.0%	58,343 4.0%	55,019 4.0%	50,264 4.0%	48,603 4.0%
11	56,461 4.0%	49,818 4.0%	46,655 4.0%	42,607 4.0%	41,025 4.0%	23	67,993 4.0%	58,926 4.0%	55,569 4.0%	50,768 4.0%	49,089 4.0%

Estimated by RFA based on proposed schedule from SDE for 2%; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary

INCREASE MINIMUM TO \$35,000 & 5% INCREASE - PROJECTED SALARY SCHEDULE

SCHEDULE 11

YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3	YRS EXP	CLASS 8	CLASS 7	CLASS 1	CLASS 2	CLASS 3
	DR	MASTERS	MASTERS	BACHELORS	BACHELORS		DR	MASTERS	MASTERS	BACHELORS	BACHELORS
	DEGREE	+30 HRS	DEGREE	DEGREE	DEGREE		DEGREE	+30 HRS	DEGREE	+18 HRS	DEGREE
0	47,076	43,576	40,076	36,576	35,000	12	58,282	51,256	48,062	43,910	42,314
	8.6%	9.8%	9.4%	9.3%	9.4%		5.0%	5.0%	5.0%	5.0%	5.0%
1	47,593	43,813	40,377	36,838	35,119	13	59,558	52,214	49,021	44,772	43,176
	9.8%	10.4%	10.2%	10.1%	9.7%		5.0%	5.0%	5.0%	5.0%	5.0%
2	47,924	43,888	40,525	36,994	35,313	14	60,836	53,171	49,978	45,667	44,070
	10.6%	10.6%	10.6%	10.6%	10.4%		5.0%	5.0%	5.0%	5.0%	5.0%
3	48,236	43,957	40,664	37,107	35,462	15	62,114	54,130	50,936	46,530	44,932
	8.3%	8.3%	8.3%	8.3%	8.3%		5.0%	5.0%	5.0%	5.0%	5.0%
4	48,578	44,058	40,831	37,280	35,667	16	63,391	55,088	51,895	47,423	45,827
	6.1%	6.1%	6.1%	6.1%	6.1%		5.0%	5.0%	5.0%	5.0%	5.0%
5	49,340	44,549	41,355	37,747	36,150	17	64,669	56,045	52,852	48,285	46,689
	5.0%	5.0%	5.0%	5.0%	5.0%		5.0%	5.0%	5.0%	5.0%	5.0%
6	50,617	45,508	42,314	38,642	37,044	18	65,316	56,606	53,381	48,769	47,156
	5.0%	5.0%	5.0%	5.0%	5.0%		5.0%	5.0%	5.0%	5.0%	5.0%
7	51,895	46,465	43,271	39,504	37,907	19	65,968	57,173	53,915	49,256	47,627
	5.0%	5.0%	5.0%	5.0%	5.0%		5.0%	5.0%	5.0%	5.0%	5.0%
8	53,171	47,423	44,230	40,397	38,801	20	66,629	57,745	54,454	49,749	48,104
	5.0%	5.0%	5.0%	5.0%	5.0%		5.0%	5.0%	5.0%	5.0%	5.0%
9	54,449	48,382	45,188	41,260	39,663	21	67,295	58,321	54,999	50,246	48,585
	5.0%	5.0%	5.0%	5.0%	5.0%		5.0%	5.0%	5.0%	5.0%	5.0%
10	55,727	49,340	46,147	42,154	40,557	22	67,968	58,905	55,548	50,748	49,071
	5.0%	5.0%	5.0%	5.0%	5.0%		5.0%	5.0%	5.0%	5.0%	5.0%
11	57,004	50,297	47,104	43,017	41,419	23	68,647	59,494	56,104	51,256	49,561
	5.0%	5.0%	5.0%	5.0%	5.0%		5.0%	5.0%	5.0%	5.0%	5.0%

Schedule used by SDE in calculations; Includes adjustments to maintain/reinstitute steps in first years; Final schedule may vary